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90-1825

5. The Executive Director reminded those present that he hadn't had any response to his request for nominations for a replacement for Mr. Goodwin.

6. Colonel White said that the portrait of Admiral Souers was completed and in this connection a suggestion had been made that Admiral Souers, General Vandenberg, and Admiral Hillebrand be presented the DDA--the point being that all Directors from General Smith on had received the National Security Medal and some recognition should be accorded the early Directors. Mr. Stewart was of the opinion that if the National Security Medal could not be awarded, nothing should be given.

7. Colonel White briefly discussed a memorandum presented by Mr. Cunningham suggesting an approach to Mr. Macomber on the subject of more briefings for Foreign Service Officers. Colonel White will mention it to Mr. Macomber in the next few days and Mr. Cunningham will draft a follow-up note.

8. The next meeting will be the 16th of December.

/s/ Robert S. Wattles

Robert S. Wattles  
Director of Personnel

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OD/Pers/RSWattles:djp (3 Dec 70)

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6/24/98

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Dep. Meeting

next 16\*

2 Dec 70

Personnel Plan adopted —

Senior Seminar —

~~DDP~~ = Availability of senior officers  
Scheduling based upon availability  
of officers — little less time, —  
numbers etc —

Save age level of mid career —  
if you have this course —

All agree — Save age of mid careerists  
course has potential —

~~EX-242~~

✓ Job Additions replacement — within next 10 days  
until next October —

Portrait of Adm. Sowers —

Proposal give him the DIM

Sowers, Hillenkoetter Vandenberg  
Think about it — talk later

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MR. BANNERMAN -

Here are a pair of papers for future Deputies' Meeting consideration -- we have no specific date but meetings set for 2 and 16 December:

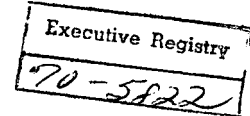
1. The Senior Course idea will not be new to you although the specifics of the proposal are. The earlier paper was discussed at and the idea was endorsed at earlier Deputies' Meeting. Personally, I still have reservations about the really key people being made available in required numbers over a period of years and I'm not fully persuaded that the need has been demonstrated.

2. The MAG proposal is new. I'm not too impressed -- seems a bit shallow although some points are worthwhile. STAT



John W. Coffey

**CONFIDENTIAL**



30 November 1970

MEMORANDUM FOR: Deputy Director for Intelligence  
Deputy Director for Plans  
Deputy Director for Science & Technology  
Deputy Director for Support  
General Counsel  
Inspector General

SUBJECT : Agenda for the Deputies Meeting on  
Wednesday, 2 December

At our meeting at 2:30<sup>6-6</sup> on Wednesday, 2 December 1970, the following topics will be discussed:

a. Professional Manpower Management Program for the 70's. The Director of Personnel will present Part II of his briefing on this subject.

b. Proposal for a Senior Seminar. A memorandum to ExDir from the DTR, dated 16 November, was forwarded to each of you on 23 November. (see 70-4529)  
+ 70-4529

c. The Agency's Image. A memorandum on this subject, from the Management Advisory Group to ExDir, was forwarded to each of you on 24 November.

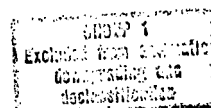
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L. K. White  
Executive Director-Comptroller

cc: Director of Personnel  
Director of Training

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DD/S-70-4529

Executive Registry

70-5701

16 November 1970

MEMORANDUM FOR: Executive Director-Comptroller

THROUGH

15/10 WE  
3/10  
Deputy Director for Support 18 NOV 1970

SUBJECT

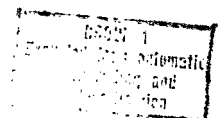
: Proposal for a Senior Seminar

1. A study recently undertaken in the Office of Training points to a need for a seminar for senior officers of this Agency - GS-15 and higher. I urge that consideration be given now to its establishment.

2. Much attention has been given to improving and broadening Agency training for junior and midcareer officers, with the general objectives of deepening their understanding of the intelligence profession as it operates in a world of growing complexity, and, in the Midcareer Course, helping to prepare them for higher responsibilities. These objectives deserve at least equal emphasis at the senior officer level. It should now be our aim to provide senior officers with the time and resources to review the status of the intelligence profession; to comprehend developing trends and necessities of which they may be only partially aware; to hear and discuss the most profound judgments available concerning foreign and domestic affairs, the relationships between them, and the potential impact of events upon intelligence as a major function of government. Most of all, we should provide those officers who are in the line of succession to senior managerial positions with an opportunity to address themselves in the most sophisticated fashion to the organizational and management problems which they will be inheriting.

3. Some of the factors underlying this recommendation are these:

a. That senior officers are interested in training opportunities for themselves is indicated by the number of competitors the Training Selection Board had to consider this year for the senior war colleges,



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the Senior Seminar of the Foreign Service, the Federal Executive Institute, the Harvard Business School, etc. I do not know how many applied, but their superiors nominated 58 of them for 26 places - more than twice as many as could be accepted, though all 58 were qualified for special recognition. This disparity is likely to grow. It is also notable that several of these courses last up to a year, so it is clear that senior officers can be spared for advanced training.

b. There is certainly a market for the kind of training mentioned in paragraph 2 above. The best single evidence is the Advanced Intelligence Seminar, whose three successful runnings so far have all been oversubscribed and have been repeatedly described in student critiques as "the best course I've ever had." Excellent outside speakers, student interest in domestic problems and the future, and free exchange of views among representatives of the four directorates have all encouraged us to develop further training along these lines. But that Seminar lasts only two weeks and the average grade of the students has been GS-14. Similar changes have also been welcomed in the Midcareer Course, the COS Seminar, and elsewhere, but we are not yet reaching the near-future managers of the Agency. The effort to reach them in the Midcareer Course has led to such a concentration of students in their middle and late 40's that I am recommending that the course be restricted (with few exceptions) to men and women in their 30's, and that older officers be entered in other courses including the one I am proposing here.

c. Meanwhile the kind of senior training in intelligence I propose is not available anywhere else. The senior war colleges and the Foreign Service's Senior Seminar give only the most peripheral attention to U.S. intelligence. The Federal Executive Institute is of necessity aimed primarily at personal growth and renewal, and cannot concentrate on the problems of a particular activity within government. Outside management courses have to generalize the problems of American business. All these are recognized as valuable experiences for the few senior CIA officers who can share them, but it ought to be possible to combine their best attributes of broad scope, depth of attention, sabbatical refreshment, and (not least) prestige into a course that focuses on CIA and its leadership of U.S. intelligence.

d. The Agency's fair success with problem-solving seminars suggests that the course I propose could serve that purpose as well. For example, the first running could have as its unifying theme a study and revision of that look at CIA's future which Lyman Kirkpatrick's task force wrote in 1965. How much have times changed since 1965, and why, and what further changes are in prospect? ,

e. A properly developed, rational program of career development training requires the establishment of this final, most sophisticated segment. This remains especially true so long as scores of senior CIA officers have had little or no training or experience in any intelligence function outside their own immediate jobs, and have only hazy or outdated notions of the work performed in other directorates and offices. Even those who have had the Midcareer Course (probably a number of years ago, if they are now in line of succession to top jobs) would benefit from a new and deeper look; they would be sharing their greater experience with a small number of other comers more usefully than was possible at midcareer.

f. The burden which training puts upon the topmost officers of the Agency is heavy, but I believe that much of it could most appropriately be devoted to those in the line of succession, while some of their customary appearances before more junior audiences could be handled by subordinates. One somewhat invidious reason for the prestige of the Midcareer Course is that in many cases the midcareerists have had more, or more recent, exposure to the top of the Agency than their own superiors have had. A senior course ought to strengthen the connection between the top men and their eventual successors, not just in their own directorates but throughout the Agency.

g. Finally, I am convinced we must devote more attention to the growing complexity and accelerated change in our situation both at home and abroad, and especially to their implications for the intelligence profession and the function of CIA. We should act on the suggestions made by [redacted]

[redacted] one of which was for an OTR seminar on the future.

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4. Here, then, is what I propose: a seminar of three months' duration conducted twice a year, each for twenty officers of minimum grade GS-15. It would include a wide variety of speakers, the best we could find both inside and outside the Agency, but would also seek considerable variety of reading, some writing, much discussion, films, debates, student presentations, roundtables, and perhaps some domestic travel patterned after that of the Midcareer Course and the DD/S&T training program. Some of it would be fairly free-swinging, but the structured blocs would include the following:

a. CIA

Its relationship as an agency to the White House, Congress, and American society, plus its internal developments, prospects, and problems. For example, how have the successive Presidents, their advisers on foreign affairs, and the DCIs influenced its development?

b. Management/Planning

Something of the personal approach of the Federal Executive Institute; something from one of the good management programs that could supplement the Grid or planning courses the students may already have had; possibly an updated Brookings week of the kind that used to be included in the Midcareer Course. This segment would be tailored as closely as possible to CIA problems, not to management in the abstract.

c. The National Security Machinery

How the NSC and the special committees and groups work, now and prospectively; their impact on CIA and vice versa.

d. The Intelligence Community

A frank review of relations and problems, the impact of various types of collection and analysis upon one another, requirements, jurisdictions, responsibilities, successes and failures.

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e. The U.S. Domestic Scene

Aimed not only at the concerned citizen but especially at the professional intelligence officer who must be attuned to the relationship between domestic and national security affairs, and sensitive to the ways in which they coincide or conflict.

f. The U.S. and the World of the 1970s

The most penetrating assessment of future foreign relations and problems the guest speakers and student body can come up with. We would hope for some publishable writing.

g. The Impact of Science and Technology

A broad consideration of the societal consequences of technological developments, narrowing down to their profound consequences for intelligence.

h. Strategic Military Equations

A view or series of views by experts on nuclear relationships, SALT, deterrence, the role of war in modern society, the problems of military estimates.

5. That will do for openers, and I believe that with the necessary support from the rest of the Agency OTR can present such a course in the Fall of 1971. But once such a course is successfully under way I believe we ought to consider and plan for a second stage: turning the course into a National Senior Intelligence Seminar open to the upper levels of the whole intelligence community. It could become an important vehicle for CIA's exercise of leadership and influence over the whole intelligence process. For the senior officers who took it, it could come to have as great educational value and prestige as they now get from any other senior course in the government. We could plan for a course

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completely open to the community or alternatively for one part open and  
a later part reserved to CIA.

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HUGH T. CUNNINGHAM  
Director of Training

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